

## **Robust Services Support Worker (Night Shift)**

### **Job Description**

**Hours:** 35 hours per week

Waking Night Shift

**Salary:** £12.50 per hour/£22,750 per annum

Fair Deal is an award-winning Social Enterprise providing assistance and support for people with learning disabilities, older people and young people. Established over 30 years ago, we have been recognised for our groundbreaking work in valuing our clients and supporting their needs. Based in Glasgow, we work alongside the people who use our support, to help them have the kind of life they want. At Fair Deal we are committed to personalised individual support arrangements enabling our clients to build and maintain the life they choose.

### **Purpose of the Post:**

The RSSW is a key new role within Fair Deal which has been developed to provide skilled direct support to individuals with very complex and varied needs, including behaviour that challenges. The RSSW will work in services where alternatives to traditional models of care may be explored and implemented.

In addition to working directly with individuals with complex and varied needs, the RSSW will play a pivotal role in working in partnership with a multi-disciplinary team, families and those being supported to ensure a robust and outcome focussed support plan is agreed and implemented.

Reporting to the Team Leader, the RSSW will provide day-to-day support to people within Fair Deal's services, ensuring that all support provided is of the highest quality. They have a responsibility for ensuring that they fully understand and can deliver support as per the individual's Support Plan and able to follow and develop robust

guidelines and Risk Assessments in collaboration with families and other relevant agencies.

*Please note the post is for permanent night shift however there is an expectation that the post holder will be available for some initial training in daytime hours for the first few weeks in post. There may be a requirement beyond this for occasional daytime training course planned.*

### **Key Responsibilities:**

- To provide direct support to service users with very complex needs who display stress and distressed behaviour/behaviours that challenge.
- To uphold organisational values and to ensure good working practice including understanding and awareness of health and safety
- To promote the independence and develop the skills of the people we support and assist with all tasks necessary to support the person(s) to fulfil potential and have a valued life.
- To work positively with the team, other agencies, parents, carers, and other services to ensure a quality provision of care in line with the national health and social care standards – my support, my life.
- Develop and contribute to the maintenance of records, risk assessments and support plans and act as a key worker when required.
- To ensure that the living environment is safe and appropriate to meet each individual's needs.
- To participate in regular and ongoing training relevant to the needs of the people we support and maintain SSSC registration.

### **The Individual:**

- Willing to work towards SSSC registration requirements
- Good Practical Skills
- Good Observational Skills
- Flexibility, Empathy and Approachability.

- Ability to work as part of a team
- Ability to reflect on your own practice.
- Ability to form positive relationships with people we support, colleagues, parents, and other professionals.
- Sensitivity and understanding of discrimination and health and wellbeing issues.
- Flexible approach to work patterns.
- Ability to respond appropriately in difficult or challenging situations.
- Ability to work effectively as part of the support team and in multi-disciplinary settings.
- The ability to engage people we support in activities and participation within their home and in the local community.
- Ability to carry out duties that may involve personal care of people we support.
- Ability to carry out duties in line with health and safety regulations and risk assessments.
- Ability to support people with physical activities such as swimming, hydrotherapy, cycling, etc

**Job Type:** Full-time

**Pay:** £12.50 per hour

**Benefits:**

- Company pension
- Free parking
- Sick pay

**Shift:**

Waking Night shift

**Ability to commute/relocate:**

- Glasgow, Glasgow: reliably commute or plan to relocate before starting work (required)

**Licence/Certification:**

- NVQ Level 2 Health & Social Care (preferred)

**Work Location:** In person

**Application deadline:** 30/04/2025

**Reference ID:** Robust Service Support Worker (Night Shift)